

## Academic Assembly Council President's Report: June 2021

# University of California

## Agriculture and Natural Resources

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June 2nd, 2021

Dear UC ANR Academic Assembly:

It has been a relatively quiet quarter for the AAC, and this will be reflected in a shorter than usual newsletter. There is a sense of us being in a holding pattern until offices open up and next years budgets become a reality. In the meantime, our committees continue to do an excellent job representing your concerns – updating the ebook, providing travel grants, organizing awards, conducting exit interviews, and running elections.

In addition, we would like to highlight new DEI initiatives in this newsletter including a new DEI logic model (see newsletter for workshop details) and the new People of Color Employee Resource Group.

Thanks for reading!

Sincerely,



Van Butsic  
President  
Academic Assembly Council

For more information about the UC ANR Academic Assembly Council, including travel awards, committees, and publications, visit our website at:

<http://ucanr.edu/sites/UCAAC/>

**Travel awards return; focus on new awards for UC ANR**

**Professional Society Meeting Travel Funds** - Travel awards returned this spring, after taking a break during the fall due to Covid-19. A total of \$3,500 was awarded to 13 academics for costs to participate in virtual events. We anticipate travel awards returning to normal in the fall, assuming budgets are restored. Applications will open in mid-June. All ANR academics may qualify for up to one award a year – though when demand exceeds funding, we will rank requests and not all may be awarded funds. You can check this web page at any time to see if applications are being accepted <https://ucanr.edu/sites/UCAAC/>.

**Awards** One of the charges of the Program Committee is to manage, solicit and select recipients of awards and honors as directed by the Council. This spring, for the first time, we were asked to rank applications for the Western Extension Director's Awards. Program Committee members ranked and forwarded the top two nominations for the award to leadership who submitted the packages. Congratulations to the UC ANR for winning the prestigious 2021 WEDA Award of Excellence! The California Dairy Quality Assurance Program including members Deanne Meyer, Betsy Karle, Jennifer Heguy, David Lewis, Jeffery Stackhouse, Nicholas Clark. Randi Black, Daniela Bruno, and D. Denise Mullinax, won for their project Environmental Stewardship: A Public Private Partnership.

We all know UC ANR academics do great work and we encourage you all to nominate yourselves and your colleagues for awards in your discipline.

~ Susie Kocher

**Rules and Elections Report**

**Election for new AAC president will take place June 7<sup>th</sup>- June 17<sup>th</sup>. Please watch your email for voting instructions.**

**Activities in the recent past:**

- Contacted chairs of various AAC committees for their recruitment needs.
- Made multiple announcements to solicit nominations for the Personnel Committee. Michelle Leinfelder-Miles (Delta Crops Resource Management Farm Advisor in San Joaquin County), and Etaferahu Takele (Area Advisor Farm Management/Agricultural Economics in Riverside County) were recruited as the new members of the Personnel Committee.
- Made multiple announcements to solicit nominations for the Welfare & Benefits Committee. Matthew Shapero (Livestock and Range Advisor in Ventura County) was recruited as the new member and Ben Faber and Rebecca Ozeran will continue their services on the Welfare & Benefits Committee.
- Susie Kocher and Keith Nathaniel will continue their services on the Program Committee.

~ Ali Montazar

### **Personnel Committee Report**

The personnel committee provides input on the academic advancement process (AE, eBook, ad hoc review committees), reviews advancement statistics, and provides feedback on personnel matters.

#### **2020-2021 Report**

- Revised [committee procedures](#), chair and member responsibilities, and timeline.
- Review of negative recommendation letters from ad hoc review committees and the peer review committee to ensure mentoring tone and accuracy of information.
- Supported revision of [PPM Section 300: Academic Personnel](#) to bring into alignment with UC ANR's current practices as well as with the current UC Academic Personnel Manual.
- Feedback to Academic HR on proposed procedures clarifying "Exceptions to Recruitment" in *PPM 310: Approving and Recruiting Academic Positions*. Mainly: (1) internal competitive recruitment and (2) employment transfer request without competitive recruitment.
- Presentation to Academic Coordinator Representative Committee on March 30.
- Drafted a flyer: [Academic Employee Evaluation & Reporting Processes](#) to clarify Project Board v. PR dossier.

#### **2021-2022 Plans**

- New Committee Chair starting July 1: [Brenna J. Aegerter](#) Ph.D., CE Advisor San Joaquin County.
- Summer debrief meeting between personnel committee and peer review committee on July 22.
- Revisions to annual evaluation and/or eBook to take place in August and September.
- Members: Brenna Aegerter, Khaled Bali, Andre Biscaro, Mary Blackburn, Van Butsic, Surendra Dara, Anne Iaccopucci, Michelle Leinfelder-Miles, Michael Rethwisch, Etaferahu Takele, John Karlick

Thanks, Steven Worker, PhD, CE Advisor, Outgoing Chair 2019-2021

### **New at UC ANR: People of Color Employee Resource Group (POC ERG)**

UC ANR's POC ERG was established to connect and promote relationships among employees with marginalized racial and ethnic identities including people of color; provide support, healing, and validation for members who experience racism, discrimination and prejudice; and prioritize perspectives, experiences and voices of POC members. We are actively seeking employees who identify as POC to participate in the formation and leadership of this new ERG. Our next meeting will be June 23 from 10:00-11:00am.

If you would like to be involved with the POC ERG, please [fill out this form](#). Note that the final purpose, goals, and structure of the group will be determined by members. Questions about the POC ERG can be directed to the interim contacts Elaine Lander ([elander@ucanr.edu](mailto:elander@ucanr.edu)) and Liliana Vega ([live@ucdavis.edu](mailto:live@ucdavis.edu)). For more information about employee resource groups, or to read the full POC ERG purpose statement, visit the [ANR Employee site](#).

### **Exploring Diversity, Equity, and Inclusion in UC ANR Programs through Logic Modeling**

Thursday June 17, 2021

Noon-12:30 p.m.

Zoom <https://ucanr.zoom.us/j/751701428?pwd=Q1ZrbUtoQVJwMXJVRkQydUlwNytJQT09>

Password: 4Learning Or join by phone: +1 669 900 6833 Webinar ID: 751 701 428

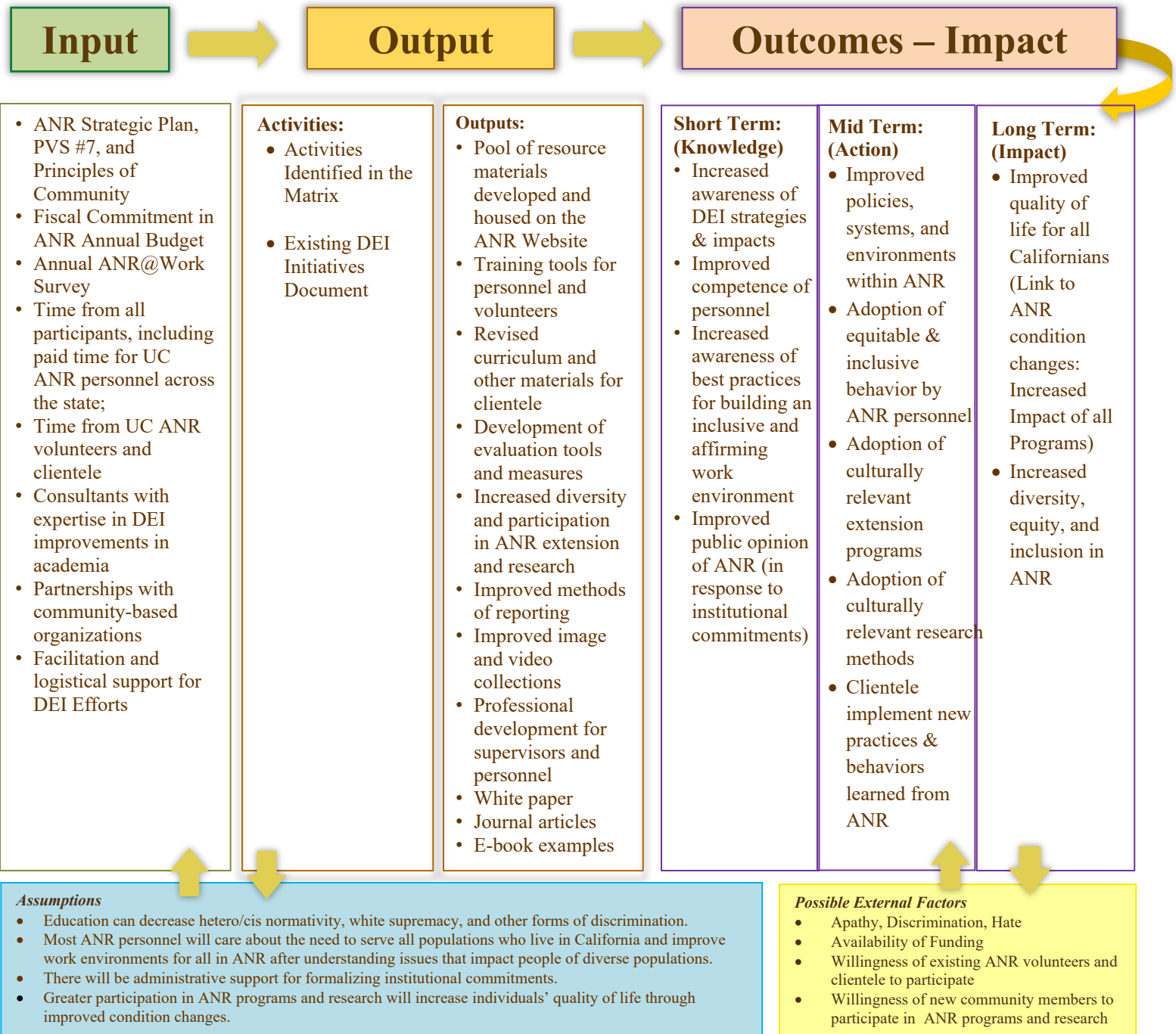
Description: Join this WebANR to learn about a logic model developed by UC ANR's Assistant Vice Provost of UC Cooperative Extension, Katherine Soule, and Program Policy Analyst, Kit Alviz, to frame diversity, equity, and inclusion work in our organization. Logic models can be a helpful tool to focus one's program by identifying long-term goals and working backwards to think about what knowledge and behavior changes need to happen, what outputs need to be implemented, and what resources need to be available in order to achieve that desired state.

Desired outcomes:

As a result of participating in this WebANR, individuals will have:

- Understanding of one example of a diversity, equity, and inclusion logic model
- Understanding of logic models and how they can be used for program planning
- Background to explore how diversity, equity, and inclusion can support positive improvements in condition changes for their program area(s)

# LOGIC MODEL FOR UC ANR DIVERSITY, EQUITY, & INCLUSION EFFORTS (DRAFT 1: 8/4/2020) DEVELOPED BY KATHERINE SOULE & KIT ALVIZ



**SITUATION**  
California is the most diverse state in the nation by many standards, including race/ethnicity, languages, and socio-economics. The state continues to be challenged by social, health, and economic inequity. UC ANR is committed to reaching all segments of the state’s population. Developing an inclusive and equitable workplace, and employing a workforce that reflects the racial, ethnic, and gender diversity of California are critical to UC ANR’s ability to deliver programs to and solve the problems of the people of California.

**PRIORITIES**

- Center DEI in ANR Strategic Plan and Implementation
- Increase Shared Governance and Leadership
- Align Budgets and Fund Development Efforts to Advance DEI Goals
- Increase Cultural Competence and Relevance of all Statewide and Academic Programs
- Improve Recruitment and Retention of Personnel Reflective of All Populations in California
- Improve Work Environments
- Expand External Partnerships
- Improve Our Story Telling

**OBJECTIVES**  
Support access, equity, and belonging of UC ANR programs, research, and work environments to all populations in California in order to make a difference in the lives of all Californians.

**PARTICIPATION**

- UC ANR Leadership
- UC ANR Academics & Staff
- UC ANR Volunteers
- UC ANR Clientele
- UC Davis, Associate Chief Diversity Officer
- Outside Consultants
- Community-based Organizations

- ANR Strategic Plan, PVS #7, and Principles of Community
- Fiscal Commitment in ANR Annual Budget
- Annual ANR@Work Survey
- Time from all participants, including paid time for UC ANR personnel across the state;
- Time from UC ANR volunteers and clientele
- Consultants with expertise in DEI improvements in academia
- Partnerships with community-based organizations
- Facilitation and logistical support for DEI Efforts

- Activities:**
- Activities Identified in the Matrix
  - Existing DEI Initiatives Document

- Outputs:**
- Pool of resource materials developed and housed on the ANR Website
  - Training tools for personnel and volunteers
  - Revised curriculum and other materials for clientele
  - Development of evaluation tools and measures
  - Increased diversity and participation in ANR extension and research
  - Improved methods of reporting
  - Improved image and video collections
  - Professional development for supervisors and personnel
  - White paper
  - Journal articles
  - E-book examples

- Short Term: (Knowledge)**
- Increased awareness of DEI strategies & impacts
  - Improved competence of personnel
  - Increased awareness of best practices for building an inclusive and affirming work environment
  - Improved public opinion of ANR (in response to institutional commitments)

- Mid Term: (Action)**
- Improved policies, systems, and environments within ANR
  - Adoption of equitable & inclusive behavior by ANR personnel
  - Adoption of culturally relevant extension programs
  - Adoption of culturally relevant research methods
  - Clientele implement new practices & behaviors learned from ANR

- Long Term: (Impact)**
- Improved quality of life for all Californians (Link to ANR condition changes: Increased Impact of all Programs)
  - Increased diversity, equity, and inclusion in ANR

- Assumptions**
- Education can decrease hetero/cis normativity, white supremacy, and other forms of discrimination.
  - Most ANR personnel will care about the need to serve all populations who live in California and improve work environments for all in ANR after understanding issues that impact people of diverse populations.
  - There will be administrative support for formalizing institutional commitments.
  - Greater participation in ANR programs and research will increase individuals’ quality of life through improved condition changes.

- Possible External Factors**
- Apathy, Discrimination, Hate
  - Availability of Funding
  - Willingness of existing ANR volunteers and clientele to participate
  - Willingness of new community members to participate in ANR programs and research